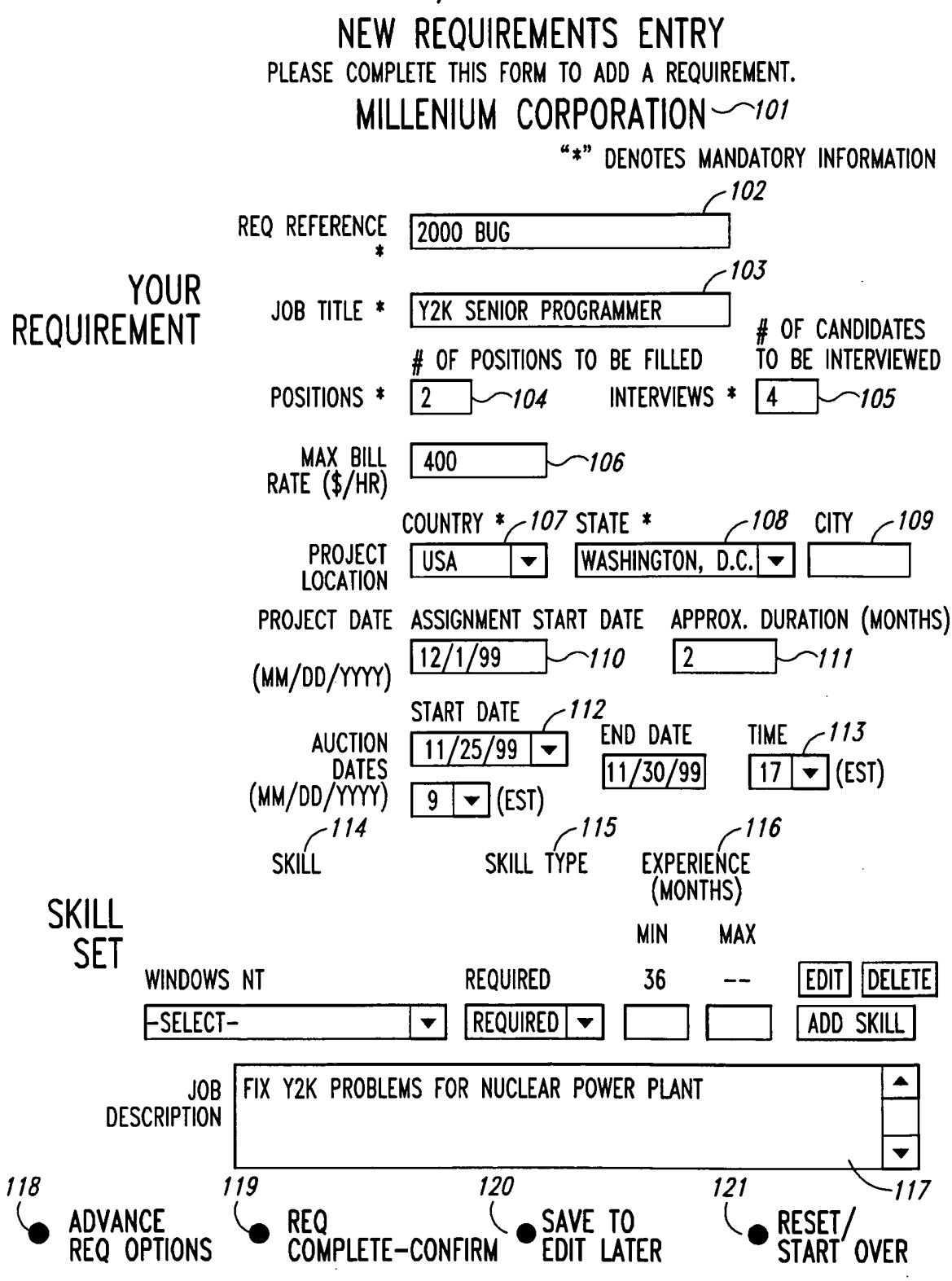
NEW REQUIREMENTS ENTRY
PLEASE COMPLETE THIS FORM TO ADD A REQUIREMENT.
MILLENIUM CORPORATION 101
"*" DENOTES MANDATORY INFORMATION
YOUR REQUIREMENT
REQ REFERENCE * 102
2000 BUG
JOB TITLE * 103
Y2K SENIOR PROGRAMMER
OF POSITIONS TO BE FILLED
POSITIONS * 2 104
OF CANDIDATES TO BE INTERVIEWED
INTERVIEWS * 4 105
MAX BILL RATE ($/HR) 400 106
PROJECT LOCATION
COUNTRY * 107 USA
STATE * 108 WASHINGTON, D.C.
CITY 109
PROJECT DATE (MM/DD/YYYY)
ASSIGNMENT START DATE 12/1/99 110
APPROX. DURATION (MONTHS) 2 111
AUCTION DATES (MM/DD/YYYY)
START DATE 112 11/25/99
END DATE 11/30/99
TIME 113 17 (EST)
9 (EST)
SKILL SET
SKILL 114
SKILL TYPE 115
EXPERIENCE (MONTHS) 116
MIN
MAX
WINDOWS NT
REQUIRED
36
--
EDIT
DELETE
-SELECT-
REQUIRED
ADD SKILL
JOB DESCRIPTION
FIX Y2K PROBLEMS FOR NUCLEAR POWER PLANT
117
118 ADVANCE REQ OPTIONS
119 REQ COMPLETE-CONFIRM
120 SAVE TO EDIT LATER
121 RESET/ START OVER

Fig. 1

ADVANCE OPTIONS

PLEASE COMPLETE THIS FORM TO SPECIFY YOUR ADVANCE OPTIONS.

MILLENIUM CORPORATION ~201

ABOUT REQUIREMENT

REQ REFERENCE 2000BUG ~202

JOB TITLE Y2K SENIOR PROGRAMMER ~203

SKILL SET

SKILL ~206	EXPERIENCE (MONTHS) ~205 MIN	MAX	ADDITIONAL EXPERIENCE ~204
WINDOWS NT	36	--	NOT PREFERRED ▼

CONSULTANTS WITH LESS THAN [50] ~207 % OF THE MINIMUM EXPERIENCE SHOULD NOT BE SHORTLISTED.

CONSULTANTS WITH MORE THAN [50] ~208 % OF THE MAXIMUM EXPERIENCE SHOULD NOT BE SHORTLISTED.

PREMIUM PLACED [10] ~209 % ON MAXIMUM EXPERIENCE OVER MINIMUM EXPERIENCE.

CONSULTANTS WITH LESS THAN [80] ~210 % MATCH WITH REQUIRED SKILLS SHOULD NOT BE SHORTLISTED.

CONSULTANTS MUST BE AVAILABLE FOR AT LEAST [1] ~211 DAYS AFTER AUCTION CLOSE FOR INTERVIEW AND CONTRACT FINALIZATION.

WEIGHTAGE FOR BID EVALUATION FACTOR

EVALUATION FACTOR	IMPORTANCE ON SCALE FROM 0 - 10	RELATIVE IMPORTANCE IN %
PRICE	[7] ~212	25.9259259259
SKILL FIT	[5] ~213	18.5185185185
AVAILABILITY	[10] ~214	37.037037037
RESERVATION	[5] ~215	18.5185185185

~216 ● COMPUTE

PRICE - BILL RATE ($ / HR).
SKILL FIT - DEGREE OF FIT OF CONSULTANT'S EXPERIENCE AGAINST REQUIREMENT EXPERIENCE.
AVAILABILITY - CONSULTANT'S AVAILABILITY RELATIVE TO ASSIGNMENT START DATE.
RESERVATION PERIOD - NUMBER OF CALENDAR DAYS A MEMBER AGREES TO HOLD A CANDIDATE UNTIL CONFIRMATION FROM CLIENT.

● ADD ANOTHER REQUIREMENT FOR SAME REFERENCE ~217

● REQ COMPLETE CONFIRM ~218

● RESET ~219

Fig. 2

YOUR REQUIREMENTS LISTING

COMPLETE LISTING OF REQUIREMENTS YOU HAVE ENTERED.

MILLENIUM CORPORATION ~301

CLIENT REQS : ALL

LIVE AUCTION | ALL | NOT STARTED | INCOMPLETE | CLOSED ~302

REQ REFERENCE	JOB TITLE	SKILLS	ASSIGNMENT START DATE	# OF POS	REQ STATUS	AUCTION CLOSE DATE	# OF BIDS	LOWEST BID ($/HR)
POST Y2K PROGRAMMER	PROGRAMMER	WINDOWS API, WINDOWS NT	01/01/2000	1	NOT STARTED	11/29/1999	0	
2000BUG	Y2K SENIOR PROGRAMMER	WINDOWS NT	12/01/1999	2	LIVE AUCTION	11/30/1999	2	100

~303 ~304 ~305

Fig. 3

CANDIDATE MAINTENANCE : EDIT CANDIDATE

PLEASE SUBMIT THE FORM AFTER CHANGING THE DETAILS.

RENT-A-PROGRAMMER 401

ABOUT YOUR CANDIDATE

CANDIDATE CODE SUPER PROGRAMMER

	TITLE	LAST NAME	FIRST NAME	MIDDLE INIT
NAME	MR.	PROGRAMMER	SUPER	402

ADDRESS

LINE 1: ADDRESS 1

LINE 2: 403

CITY	STATE	ZIP	COUNTRY
			USA

PHONE

WORK PHONE	ALTERNATE PHONE

CELLULAR	PAGER

E-MAIL ADDRESS

ABOUT YOUR CANDIDATE SKILL PROFILE

404

SKILL	EXPERIENCE	
	YEARS	MONTHS
WINDOWS NT	3	0

405 SUBMIT 406 SUBMIT & UPDATE SKILLS 407 RESET

Fig. 4

OPEN REQUIREMENTS LISTING

COMPLETE LISTING OF REQUIREMENTS WHICH ARE OPEN.

RENT-A-PROGRAMMER ~501

REQUIREMENTS (ALL REQS) | REQUIREMENTS (PROFILE REQS) ~502

SORT BY : PROJECT LOCATION ▼ START FROM : [ ] (503) GO (504)

COUNTRY : -SELECT- ▼ STATE : -SELECT- SKILL : -SELECT- / GUPTA SQL BASE / INTERBASE

REQ REFERENCE	JOB TITLE	# OF POS	SKILLS	PROJECT LOCATION	AUCTION START DATE	AUCTION CLOSE DATE
BA05	DATA ANALYST	1	A/P APPLICATIONS, ACCOUNTING APPLICATIONS, ER DIAGRAMS	ARIZONA	11/26/1999	12/31/1999
00001	SOFTWARE CONSULTANT	1	JAVA	CALIFORNIA	11/22/1999	11/30/1999
BA02	PROGRAMMERS	3	VISUAL C++ COM /DCOM / COM+, SQL SERVER PROGRAMMING	COLORADO	11/18/1999	11/30/1999
2000BUG	Y2K SENIOR PROGRAMMER	2	WINDOWS NT	WASHINGTON, D.C.	11/28/1999	11/30/1999

~505

~506

Fig. 5

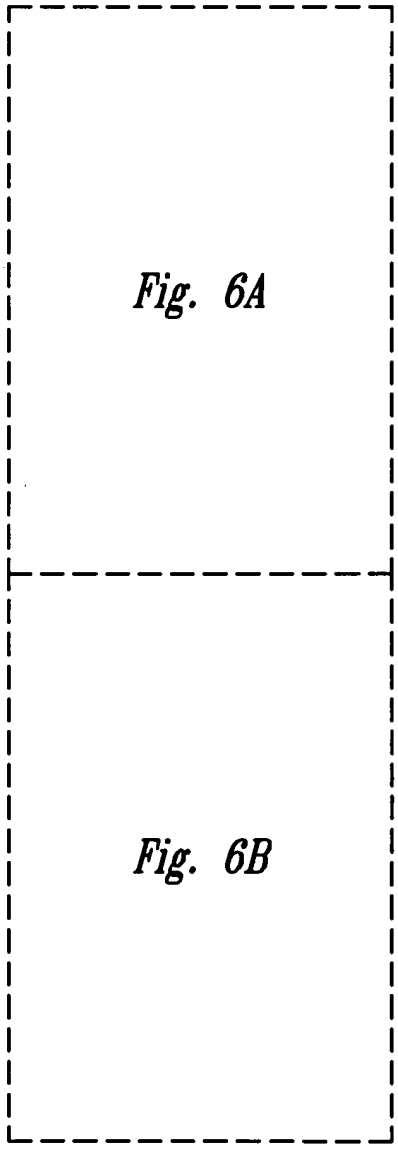

Fig. 6

REQUIREMENT DETAILS

DETAIL OF THIS REQUIREMENT AND THE SHORTLISTED BIDS.

RENT-A-PROGRAMMER 601

REQ REFERENCE	2000BUG		
JOB TITLE	Y2K SENIOR PROGRAMMER		# OF CANDIDATES TO BE INTERVIEWED
POSITIONS	# OF POSITIONS TO BE FILLED 2	INTERVIEWS	4
MAX BILL RATE ($/HR)	400		
PROJECT LOCATION	COUNTRY: USA	STATE: WASHINGTON, D.C.	CITY
PROJECT DATE (MM/DD/YYYY)	ASSIGNMENT START DATE: 12/01/1999	APPROX. DURATION (MONTHS): 2	
AUCTION DATES (MM/DD/YYYY)	START DATE: 11/28/1999 (EST)	TIME: 17:00:00	END DATE: 11/30/1999 TIME: 17:00:00 (EST)

602

SKILL SET

SKILL	SKILL TYPE	EXPERIENCE (MONTHS)	
		MIN	MAX
WINDOWS NT	REQUIRED	36	--

JOB DESCRIPTION FIX Y2K PROBLEMS FOR NUCLEAR POWER PLANT

CLIENT SPECIFICATIONS

BILL STEP RATE ($/HR) : 00.5
CONSULTANTS WITH LESS THAN 50% OF THE MINIMUM REQUIRED EXPERIENCE WILL NOT BE SHORTLISTED.
CONSULTANTS WITH LESS THAN 80% MATCH WITH REQUIRED SKILLS WILL NOT BE SHORTLISTED.
CONSULTANTS AVAILABILITY RELATIVE TO ASSIGNMENT START DATE : 37.037037037%.
CONSULTANT MUST BE AVAILABLE FOR 1 DAYS AFTER AUCTION CLOSE FOR INTERVIEW AND SELECTION.

603

SUBMIT A BID

604

ENTER THE CODE OF THE CANDIDATE YOU WISH TO SUBMIT.
IF THE CANDIDATE CODE IS NON-EXISTANT IN THE SYSTEM, YOU WILL BE PROMPTED TO ENTER A NEW CANDIDATE TO BID.

Fig. 6A

"*" DENOTES MANDATORY INFORMATION

CANDIDATE CODE*	BID PRICE * ($RATE/HR).	AVAILABILITY DATE * (MM/DD/YYYY)	RESERVATION TO DATE * (MM/DD/YYYY)	CONVENIENT TIME FOR INTERVIEW (HRS)
SUPER.PROGRAMMER	200	11/30/1999	11/30/1999	FROM 0 TO 0
605	606	607	608	609

RELATIVE SCORE: 1.07407 — 610

611 COMPUTE RELATIVE SCORE

612 CLEAR

613 CONFIRM BID

SHORTLISTED BIDS

CANDIDATE CODE	RELATIVE SCORE	BID AMOUNT ($/HOUR)	SKILL FIT (%)	AVAILABILITY DATE (MM/DD/YYYY)	RESERVATION (DAYS)	BID DATE/ TIME (614)
NO SHORTLISTED BIDS						

MY OTHER BIDS

CANDIDATE CODE	RELATIVE SCORE	BID AMOUNT * ($/HOUR)	SKILL FIT (%)	AVAILABILITY DATE * (MM/DD/YYYY)	RESERVATION DATE * (MM/DD/YYYY)	BID DATE/ TIME (615)
NO OTHER BIDS FOR THIS REQUIREMENT						

Fig. 6B

YOUR BIDS LISTING

COMPLETE LISTING OF YOUR BIDS.

RENT-A-PROGRAMMER ~701

MY BIDS : LIVE AUCTION

BID OPTION : ALL I CLOSED I LIVE AUCTION ~702

SORT BY : BID ID ▼ (703) START FROM : (704) ● GO

(705)

BID ID	CANDIDATE CODE	CANDIDATE NAME	REQ REFERENCE	JOB TITLE	SKILLS	# OF POS	AUCTION END DATE	BID STATUS
144	SUPER. PROGRAMMER	S PROGRAMMER	2000BUG	Y2K SENIOR PROGRAMMER	WINDOWS NT	2	11/30/1999	SHORTLISTED
145	DUMB. PROGRAMMER	D PROGRAMMER	2000BUG	Y2K SENIOR PROGRAMMER	WINDOWS NT	2	11/30/1999	SHORTLISTED

Fig. 7

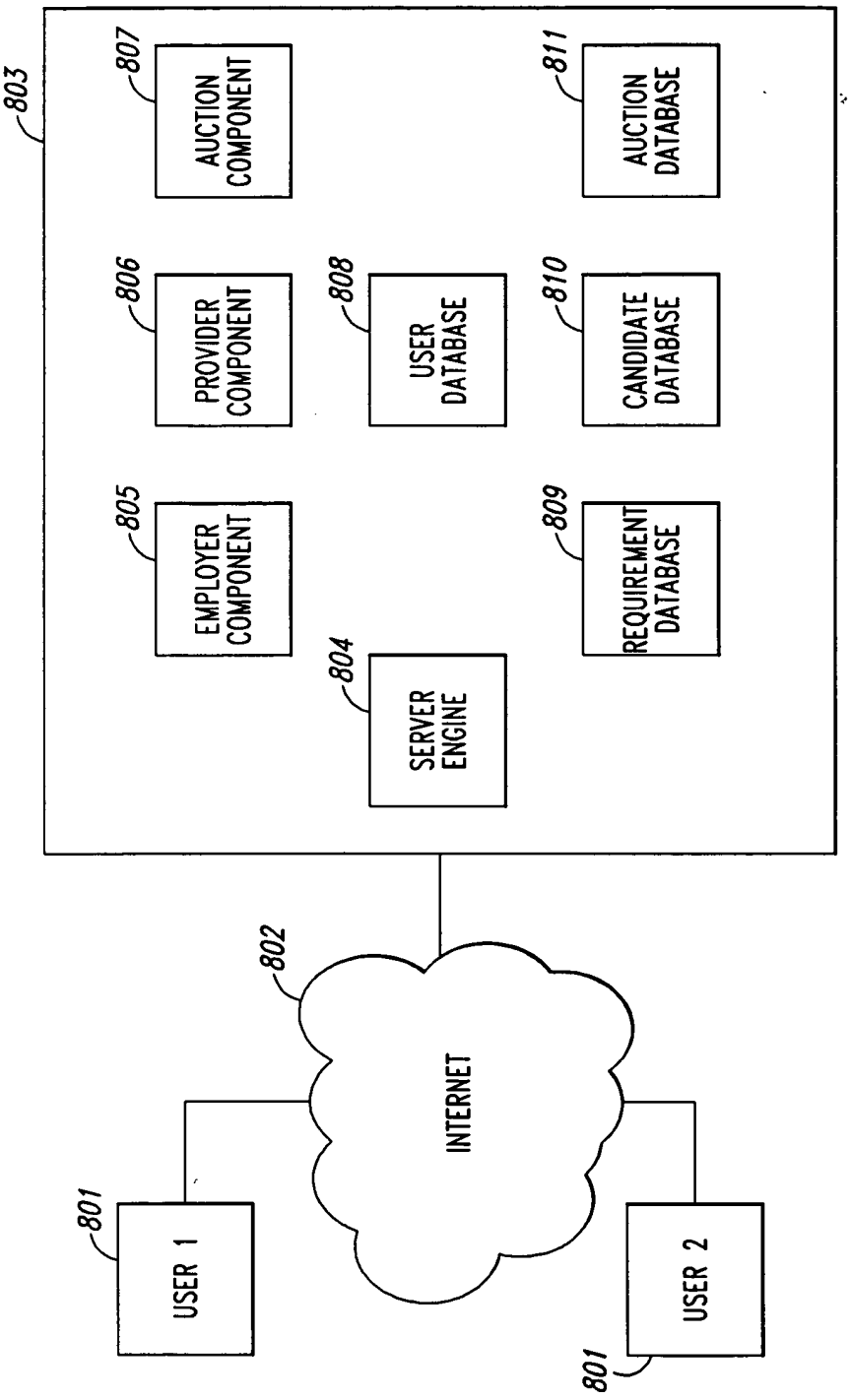
803
807
AUCTION COMPONENT
811
AUCTION DATABASE
806
PROVIDER COMPONENT
808
USER DATABASE
810
CANDIDATE DATABASE
805
EMPLOYER COMPONENT
809
REQUIREMENT DATABASE
804
SERVER ENGINE
802
INTERNET
801
USER 1
801
USER 2

Fig. 8

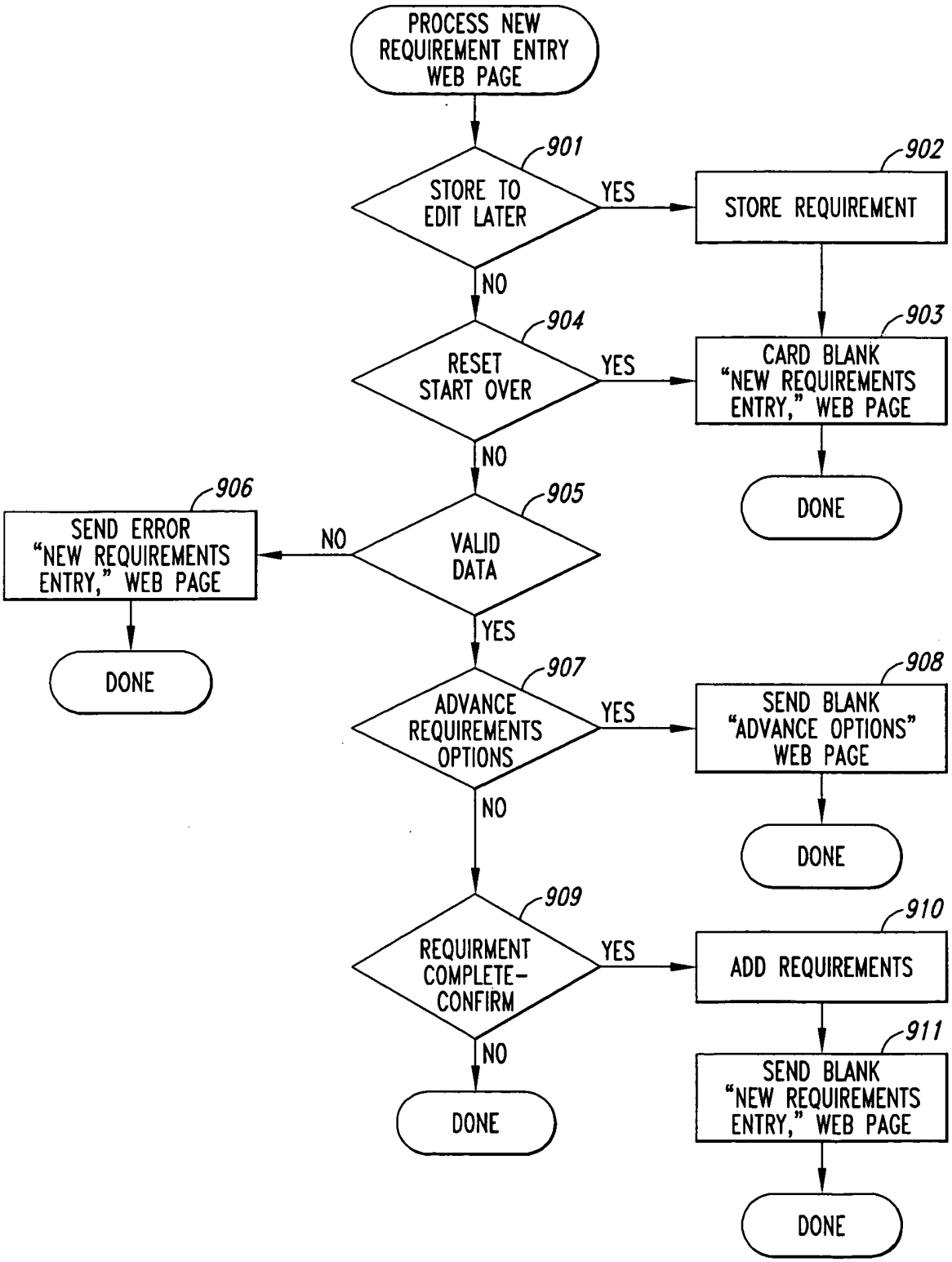
PROCESS NEW REQUIREMENT ENTRY WEB PAGE
901
STORE TO EDIT LATER
YES
902
STORE REQUIREMENT
NO
904
RESET START OVER
YES
903
CARD BLANK "NEW REQUIREMENTS ENTRY," WEB PAGE
NO
DONE
906
SEND ERROR "NEW REQUIREMENTS ENTRY," WEB PAGE
NO
905
VALID DATA
YES
DONE
907
ADVANCE REQUIREMENTS OPTIONS
YES
908
SEND BLANK "ADVANCE OPTIONS" WEB PAGE
NO
DONE
909
REQUIRMENT COMPLETE-CONFIRM
YES
910
ADD REQUIREMENTS
NO
911
SEND BLANK "NEW REQUIREMENTS ENTRY," WEB PAGE
DONE
DONE

Fig. 9

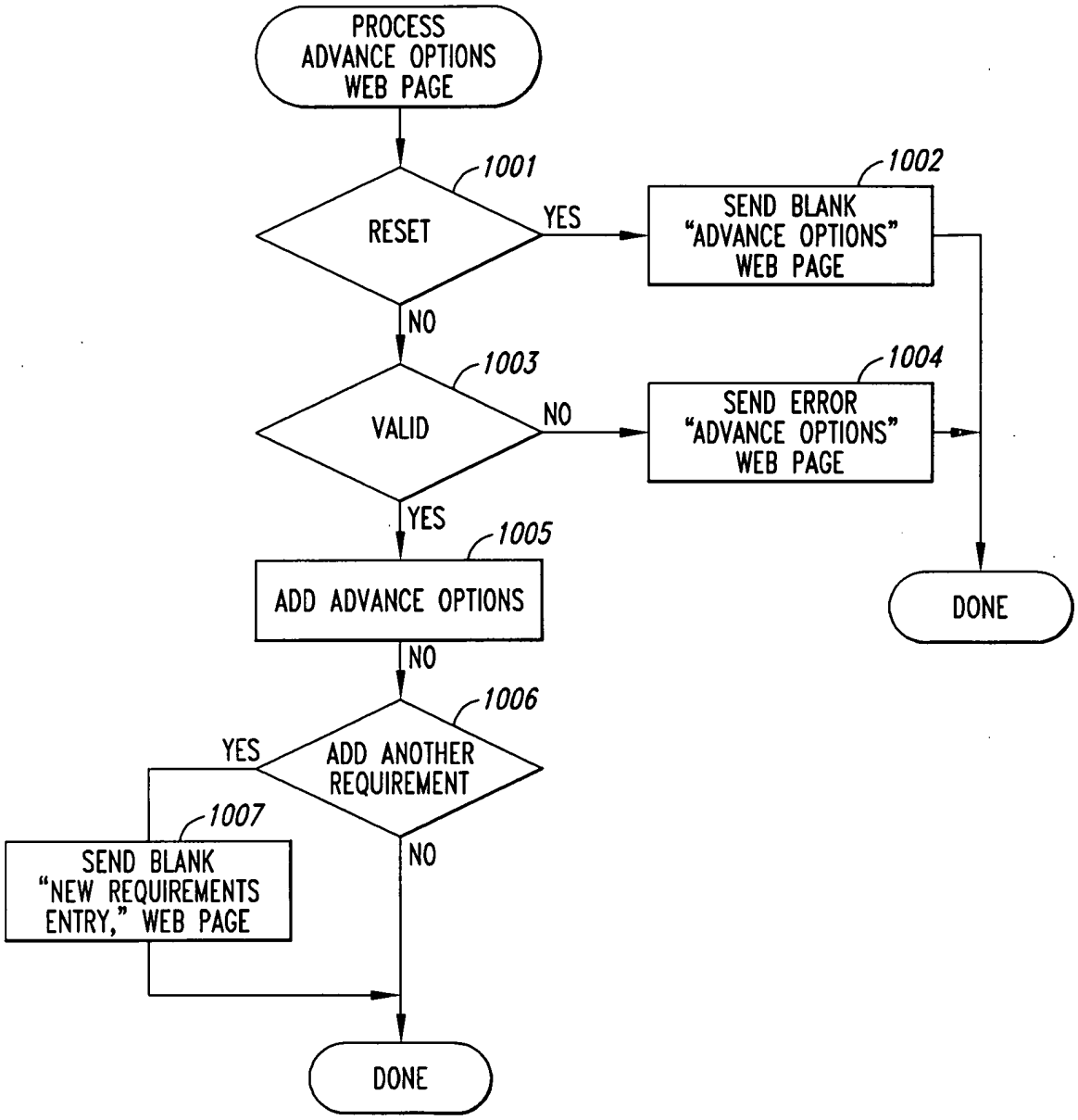
PROCESS ADVANCE OPTIONS WEB PAGE
1001
RESET
YES
1002
SEND BLANK "ADVANCE OPTIONS" WEB PAGE
NO
1003
VALID
NO
1004
SEND ERROR "ADVANCE OPTIONS" WEB PAGE
YES
1005
ADD ADVANCE OPTIONS
DONE
NO
1006
YES
ADD ANOTHER REQUIREMENT
1007
SEND BLANK "NEW REQUIREMENTS ENTRY," WEB PAGE
NO
DONE

Fig. 10

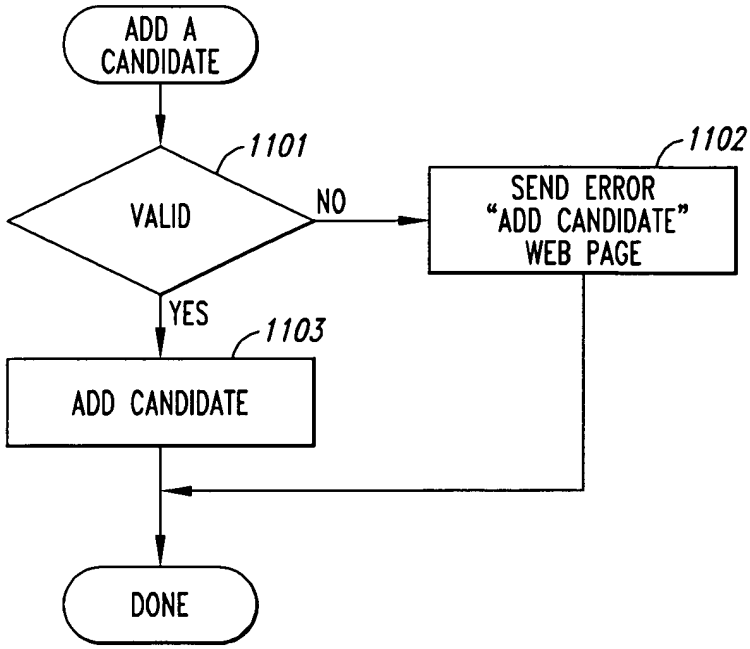
ADD A CANDIDATE
1101
VALID
NO
1102
SEND ERROR "ADD CANDIDATE" WEB PAGE
YES
1103
ADD CANDIDATE
DONE

Fig. 11

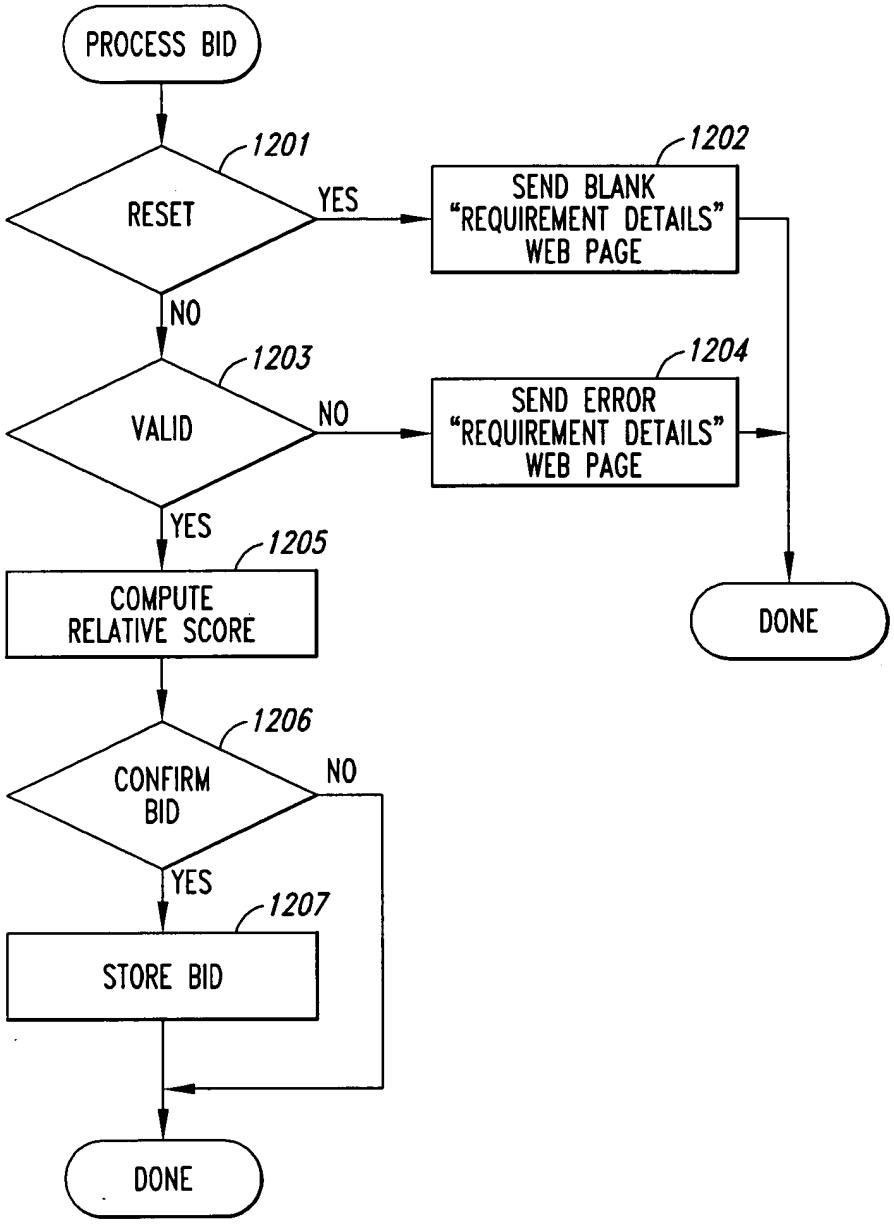
PROCESS BID
1201
RESET
YES
1202
SEND BLANK "REQUIREMENT DETAILS" WEB PAGE
NO
1203
VALID
NO
1204
SEND ERROR "REQUIREMENT DETAILS" WEB PAGE
YES
1205
COMPUTE RELATIVE SCORE
DONE
1206
CONFIRM BID
NO
YES
1207
STORE BID
DONE

Fig. 12

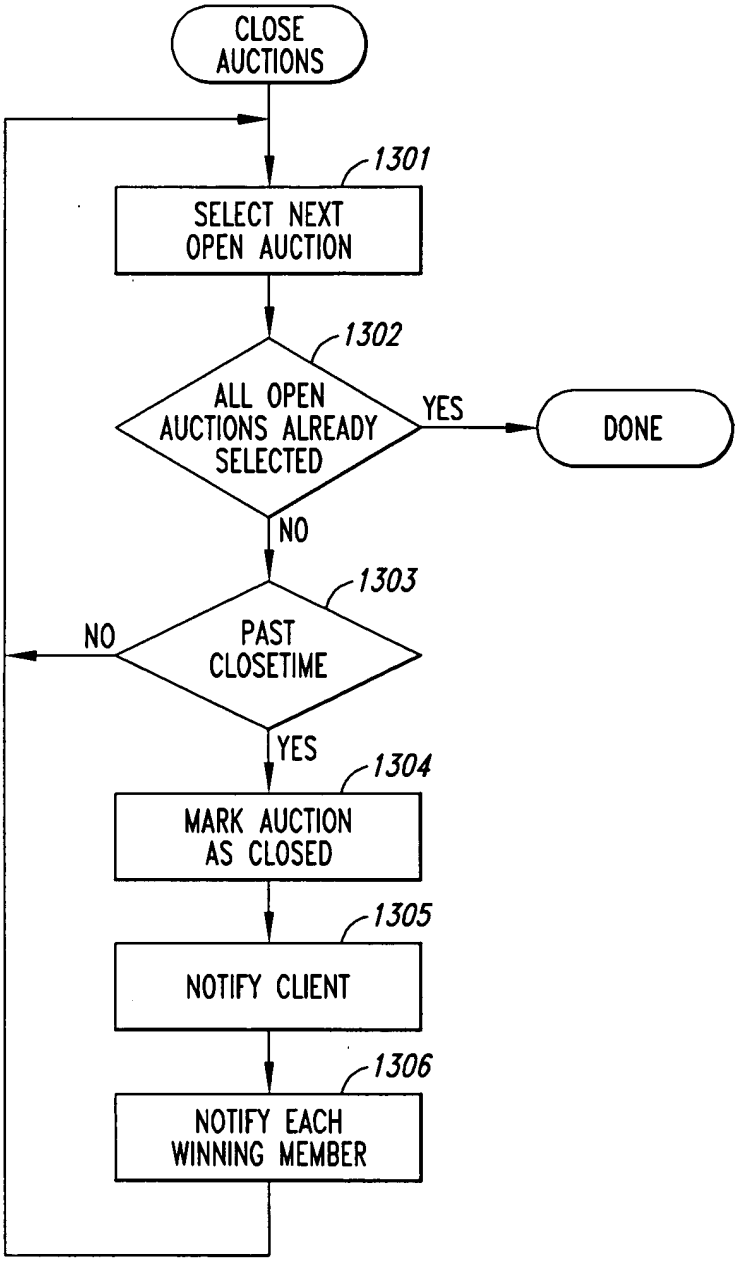
CLOSE AUCTIONS
1301
SELECT NEXT OPEN AUCTION
1302
ALL OPEN AUCTIONS ALREADY SELECTED
YES
DONE
NO
1303
PAST CLOSETIME
NO
YES
1304
MARK AUCTION AS CLOSED
1305
NOTIFY CLIENT
1306
NOTIFY EACH WINNING MEMBER

Fig. 13

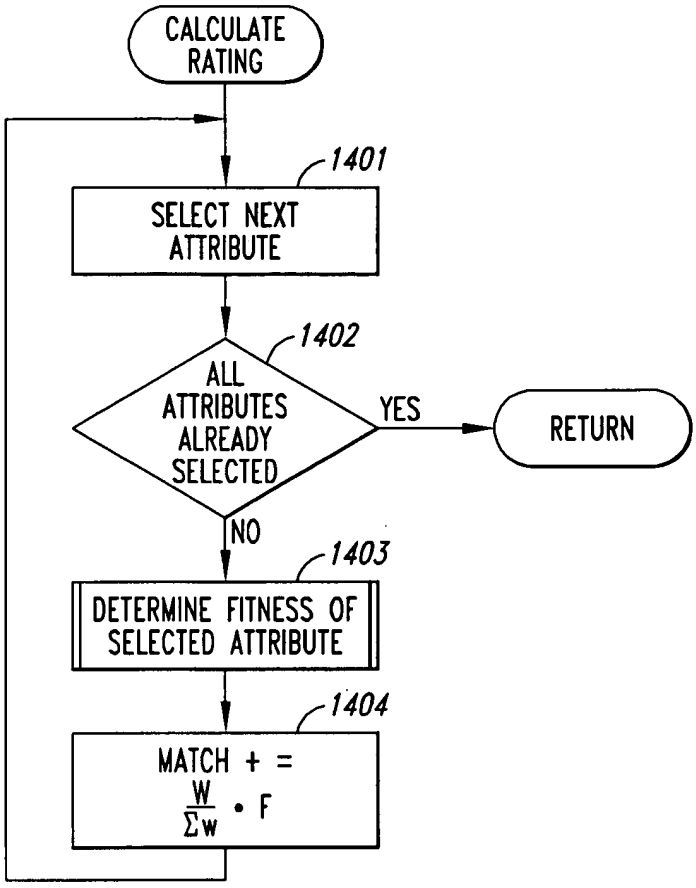
CALCULATE RATING
1401
SELECT NEXT ATTRIBUTE
1402
ALL ATTRIBUTES ALREADY SELECTED
YES
RETURN
NO
1403
DETERMINE FITNESS OF SELECTED ATTRIBUTE
1404
MATCH + = W/Σw • F

Fig. 14

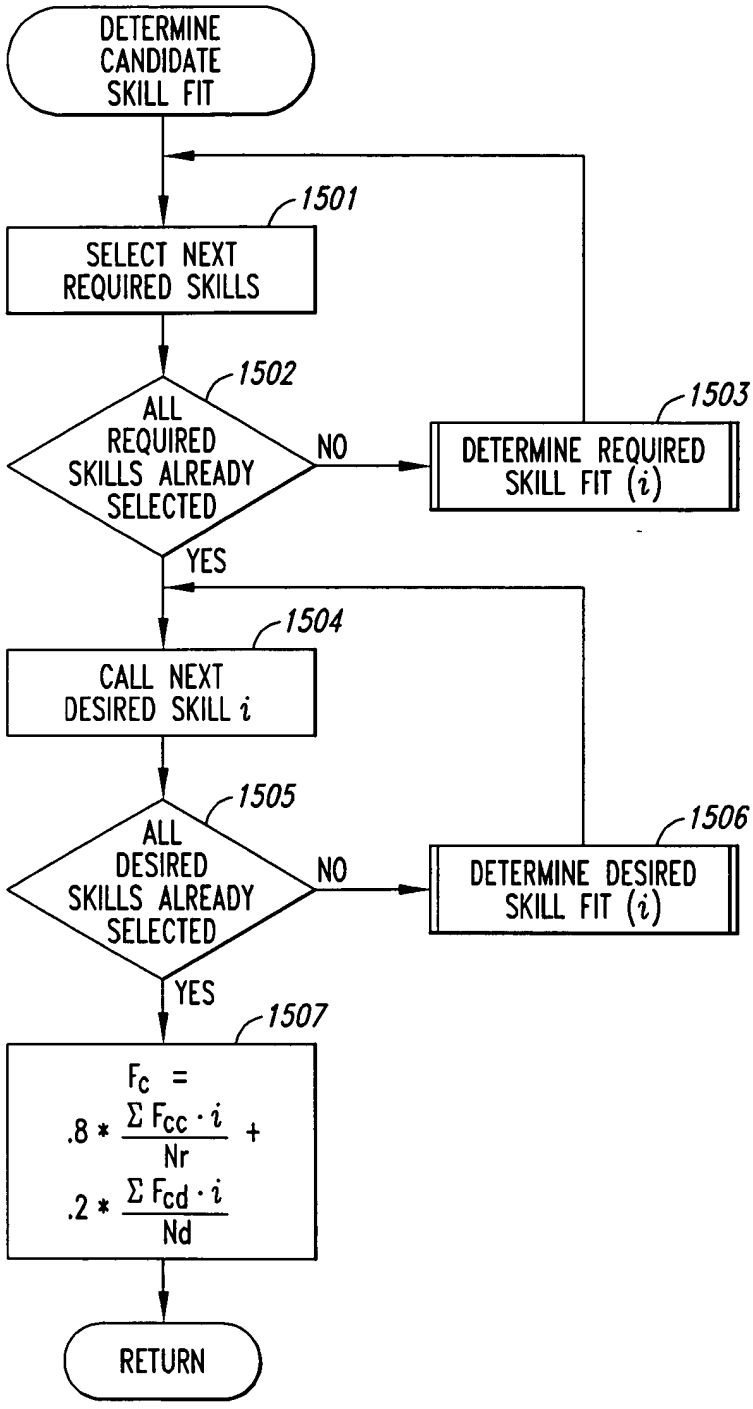
DETERMINE CANDIDATE SKILL FIT
1501
SELECT NEXT REQUIRED SKILLS
1502
ALL REQUIRED SKILLS ALREADY SELECTED
NO
1503
DETERMINE REQUIRED SKILL FIT (i)
YES
1504
CALL NEXT DESIRED SKILL i
1505
ALL DESIRED SKILLS ALREADY SELECTED
NO
1506
DETERMINE DESIRED SKILL FIT (i)
YES
1507
$F_c = .8 * \frac{\Sigma F_{cc} \cdot i}{Nr} + .2 * \frac{\Sigma F_{cd} \cdot i}{Nd}$
RETURN

Fig. 15

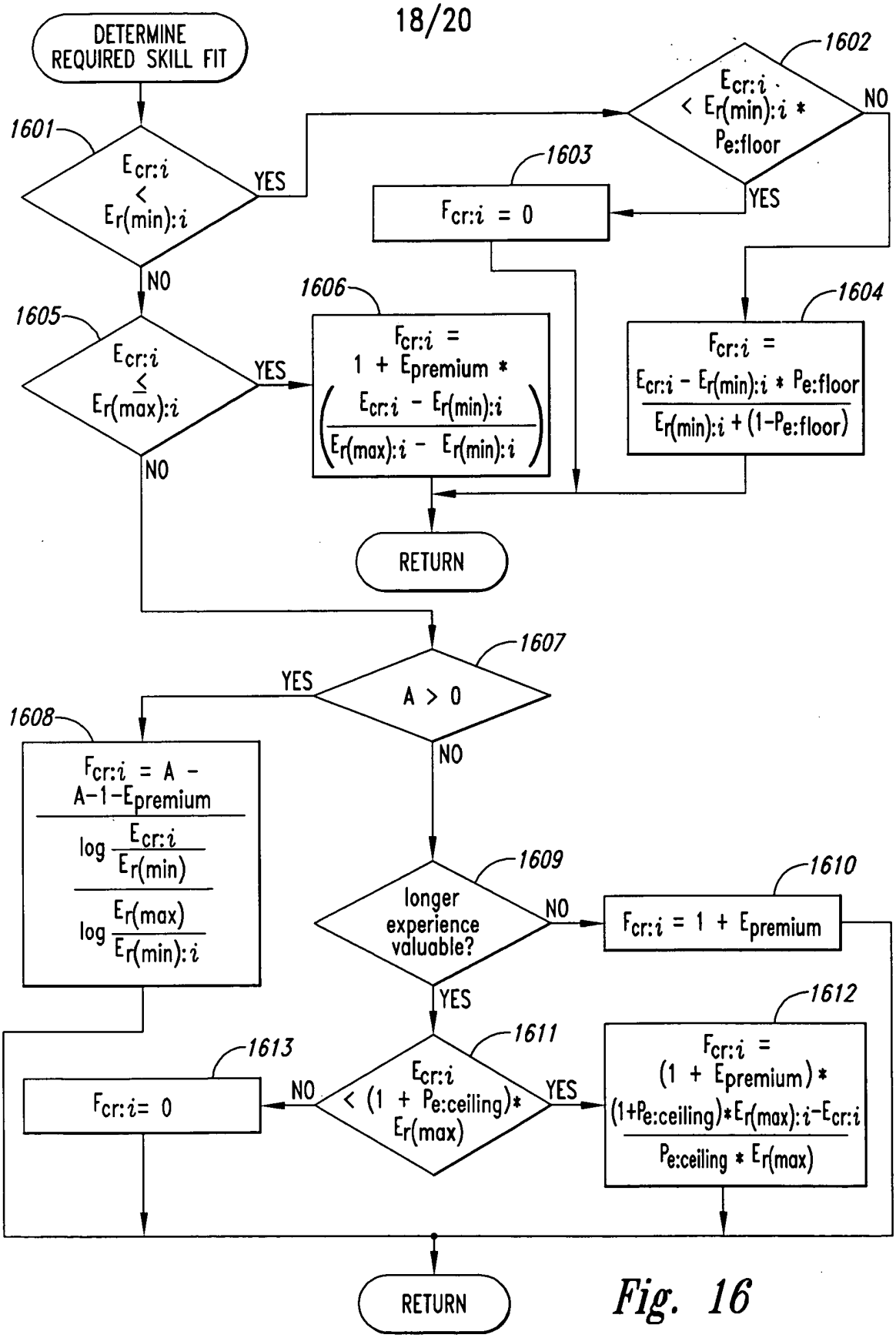
DETERMINE REQUIRED SKILL FIT
1601
$E_{cr:i} < E_{r(min):i}$
YES
NO
1602
$E_{cr:i} < E_{r(min):i} * P_{e:floor}$
NO
YES
1603
$F_{cr:i} = 0$
1604
$F_{cr:i} = \frac{E_{cr:i} - E_{r(min):i} * P_{e:floor}}{E_{r(min):i} + (1-P_{e:floor})}$
1605
$E_{cr:i} \leq E_{r(max):i}$
YES
NO
1606
$F_{cr:i} = 1 + E_{premium} * \left(\frac{E_{cr:i} - E_{r(min):i}}{E_{r(max):i} - E_{r(min):i}}\right)$
RETURN
1607
A > 0
YES
NO
1608
$F_{cr:i} = A - \frac{A-1-E_{premium}}{\log \frac{E_{cr:i}}{E_{r(min)}} \Big/ \log \frac{E_{r(max)}}{E_{r(min):i}}}$
1609
longer experience valuable?
NO
YES
1610
$F_{cr:i} = 1 + E_{premium}$
1611
$E_{cr:i} < (1 + P_{e:ceiling}) * E_{r(max)}$
NO
YES
1612
$F_{cr:i} = \frac{(1 + E_{premium}) * (1+P_{e:ceiling}) * E_{r(max):i} - E_{cr:i}}{P_{e:ceiling} * E_{r(max)}}$
1613
$F_{cr:i} = 0$
RETURN

Fig. 16

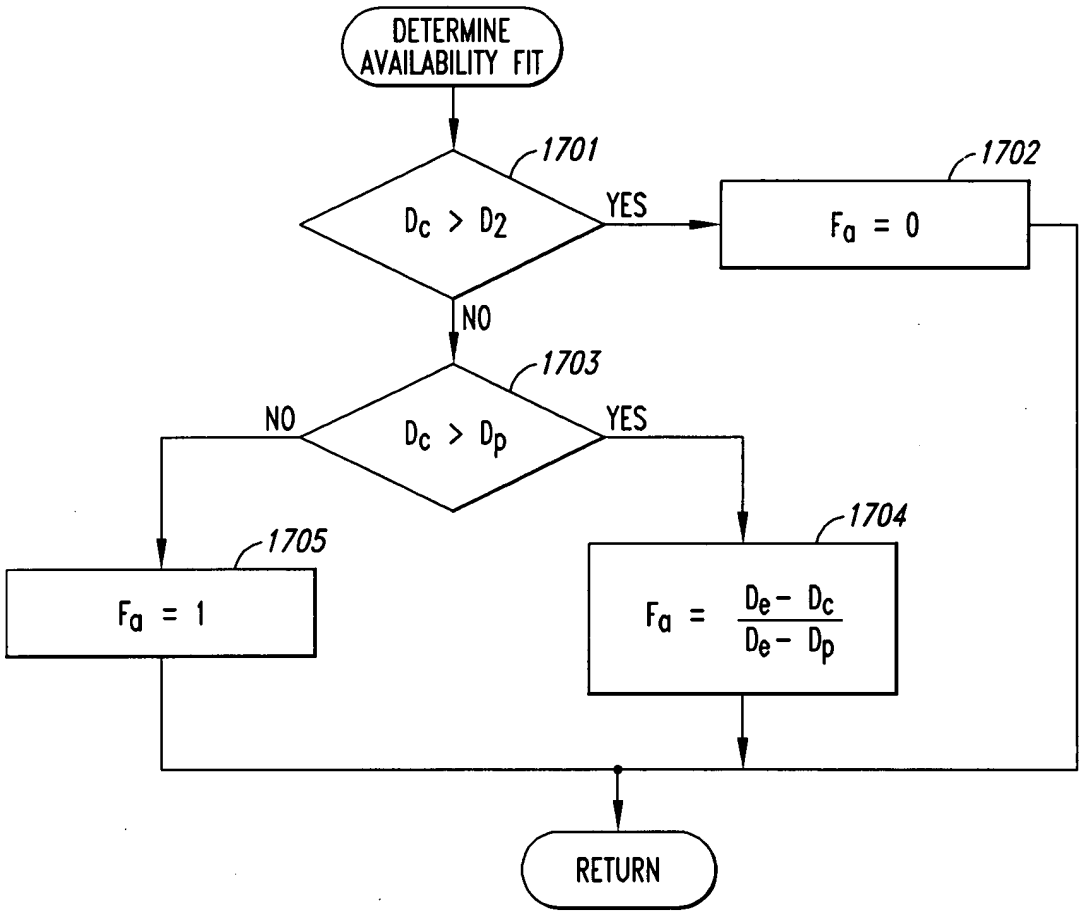
DETERMINE AVAILABILITY FIT
1701
$D_c > D_2$
YES
1702
$F_a = 0$
NO
1703
NO
$D_c > D_p$
YES
1704
1705
$F_a = 1$
$F_a = \frac{D_e - D_c}{D_e - D_p}$
RETURN

Fig. 17

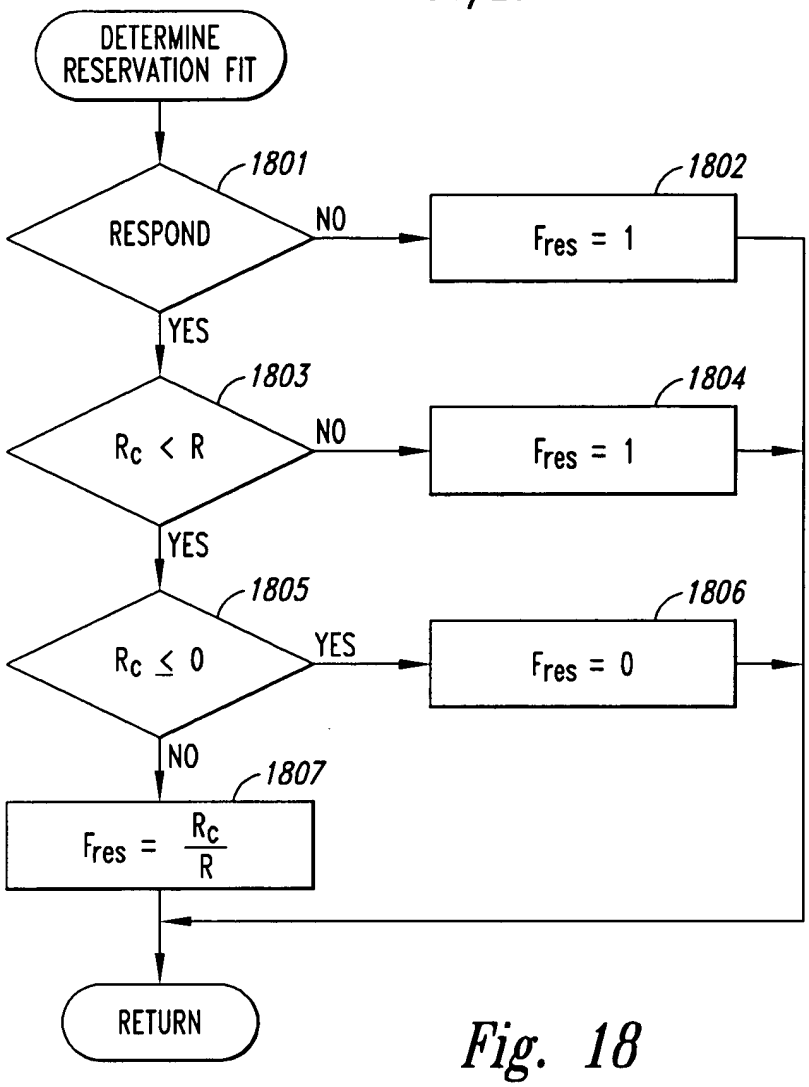
DETERMINE RESERVATION FIT
1801
RESPOND
NO
1802
Fres = 1
YES
1803
Rc < R
NO
1804
Fres = 1
YES
1805
Rc ≤ 0
YES
1806
Fres = 0
NO
1807
Fres = Rc / R
RETURN

Fig. 18

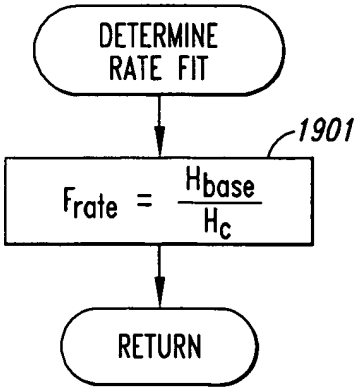
DETERMINE RATE FIT
1901
Frate = Hbase / Hc
RETURN

Fig. 19